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SOURCE Kung-jen Jih-pao.

CONSTITUTION OF THE CHINA ARSENAL WORKERS UNION

GENERAL PROVISIONS

Article 1

This association shall be named the China Arsenal Workers Union.

Article 2

The basic task of this association shall be to unite the arsenal workers and staff employees of the entire nation in protecting their rights, in studying political, technical, and cultural affairs, in protecting national property in obeying governmental laws, in maintaining arsenal production secrets, in fulfilling production goals, and in consolidating the working class as the nucleus for the people's government to build a strong national defense industry which can help to preserve world peace.

Article 3

This association shall be an industrial union, responsible directly to the ACFL (All-China Federation of Labor).

Article 4

The following persons, regardless of sex, age, race, religion or belief, who are earning wages as a means of sustaining their livelihood, shall be eligible for membership in this association: all arsenal workers and staff employees in China assigned to manufacture, repair, and assemble arms and ammunition; all workers in military chemical factories; and all workers in cooperatives, health offices, and schools attached to arsenal workers administrative control agencies of the government.

Article 5

Application to join the association shall include: filling out the application form, presentation of the form for review by a subcommittee, and transferring the form to a basic labor-union committee for final approval. The applicant shall become a full-fledged member after payment of the membership fee of one percent of his real monthly wages and after having received a membership card.

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Article 6

As a general rule, any member of this association shall have the right to quit at his own discretion.

Article 7

Members of this association shall have the following rights:

- a. To vote or not to vote.
- b. To voice opinions, criticisms, make statements, or submit resolutions at labor-union conferences as well as in periodicals or the press.
- c. To request the association for legal support and protection in case a member is accused of violating a collective contract, international labor laws, or jeopardizing the rights of workers and staff.
- d. To attend and participate in discussions.
- e. To supervise collective contracts, labor insurance, safety and health measures, and cultural affairs.
- f. Priority in enjoying all cultural, educational, and welfare activities of the association.
- g. Priority in receiving grants from labor insurance in accordance with labor insurance regulations.
- h. To make rational request for monetary aid to the government and factory administration through the association if a member creates or invents a new device which contributes to the advancement of the arsenal industry.

Article 8

Members of this association shall have the following duties:

- a. Setting an example by obeying and conforming to government laws.
- b. Observing labor discipline; carrying out provisions contained in labor contracts, obeying orders of superior officials, and fulfilling production goals.
- c. Protecting national defense industries by maintaining arsenal production secrets, practicing austerity, opposing extravagance, and fighting against all destructive elements.
- d. Adhering to the constitution of this association by carrying out its resolutions, participating in labor union activities, and paying monthly dues.
- e. Concentrating on studies to elevate political, cultural, technical, and work standards.
- f. Promoting class unity and love for fellow workers, and taking part in mutual-assistance and mutual-relief activities.

Article 9

Any member who wishes to resign from the association shall make his desire known to the head of a subcommittee and turn in his membership card. The subcommittee shall report the member's request to a basic organization [see Article 36] and remove his name from the membership roster.

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Article 10

Any member who desires to change his place of work shall, to make the transfer official, receive a letter of introduction from his present union and submit it together with his membership card to the union at his new place of work.

Article 11

Any member retired because of age or any member forced out of work because of injury during work and receiving a pension, shall have the right to keep his membership card.

Article 12

Members shall be rewarded or punished as follows:

- a. Any member who shows excellent work results shall be given wide publicity or given a reward from his union as an encouragement to others to follow suit.
- b. Any member who violates the association's constitution or resolutions, or breaks down arsenal workers' discipline, or fails to pay monthly dues for at least 3 consecutive months, shall receive indoctrination, be criticized and warned. If he fails to reform after such a warning, he shall be dropped from the membership roster.
- c. The removal of any member from the membership roster shall be valid after his case has been reviewed by a subcommittee, passed at a members assembly, and approved by a basic organization.

ORGANIZATION

Article 13

The organization of this association is based on the democratic centralization system. Its important points are as follows:

- a. The minority follows the majority, the lower level organization shall be subservient to a higher level organization, and this association shall be subservient to the ACFL.
- b. The administrative agencies of all levels of this association shall be organized by means of democratic elections.
- c. Committees of all levels shall hold plenary or delegates assemblies periodically and shall submit activity and financial reports to superior labor unions.

Article 14

The command channel of this association shall be as follows:

- a. National -- The National Delegates Assembly, the National Committee, and the National Delegates Conference.
- b. Regional -- Regional delegates assemblies, regional committees, and regional delegates conferences.
- c. Factories -- Factory plenary assemblies or factory members delegates assemblies, factory committee, and factory members delegates conferences.

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The basic organization of this association shall be the factory committee [sic]. When required, staff offices may be established to maintain liaison between factory committees and regional committees. Staff offices may also be organized in major administrative regions or provinces where the organization of regional committees are unnecessary. Staff offices in various localities shall act as agents of the National Committee of the regional committees. The duties of a staff office are to direct, supervise, examine, and assist the work of various basic organizations. Each staff office shall have a director, one or two deputy directors, and several secretaries or managers. All labor-union organizations in factories under the direct control of the Arsenal Workers Administration Department of the Central People's government shall come under the direct jurisdiction of the ACFL.

Article 15

Various regional and factory committees attached to this association shall receive direction from and participate in activities of labor unions in relevant localities.

Article 16

The supreme authority of organizations of all levels of this association shall be as follows: basic organization -- plenary assemblies or delegates assemblies; regional -- regional delegates assemblies; and national -- the National Delegates Assembly. When assemblies are not in session, committees appointed by them shall act as the supreme authority for labor-union organizations on all levels.

Article 17

At least two thirds of all delegates or committee members are necessary to constitute a quorum at the committees or delegates assemblies of all levels.

Article 18

Members for such assemblies shall be elected by means of standing votes. Candidates shall become official members upon receiving a majority of the votes of members or delegates present. Voters have the right to criticize candidates or vote for others not listed on the ticket.

Article 19

All resolutions submitted by members or delegates assemblies, delegates conferences, and plenary conferences of committees of all levels, shall become valid upon approval by the majority vote of the association members, delegates, or committee members present.

Article 20

Committees of all levels of this association shall periodically convoke plenary or delegates assemblies to report on activities and hold elections. Under specific circumstances, or when demanded by at least one third of the delegates and upon the approval of a superior organization, the convoking of such assemblies may be advanced or postponed. Committees shall decide upon the methods of electing delegates to attend delegates assemblies of all levels. The delegates selected shall be submitted for approval by a superior committee.

Article 21

When the assemblies of all levels are not in session, labor organizations may, if necessary, call labor-union workers conferences or delegates conferences to discuss and make decisions on essential questions confronting the organizations. Delegates

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conferences of all levels have the power to remove committee members, alternate members, and candidates who violate the association's constitution. But the number of committee members, alternate members, and candidates to be changed should not exceed one fifth of the total membership of the various committees concerned. If changes are necessary, the superior committees concerned shall approve them. The number of delegates and organization of delegates conferences of all levels shall be determined by the relevant committees and shall be approved by the superior committees concerned.

NATIONAL COMMITTEE

Article 22

The National Committee shall convoke the National Delegates Assembly once every 2 years.

Article 23

The National Delegates Assembly has the right to:

- a. Decide the association's working objectives and tasks.
- b. Select and elect candidates for membership in the National Committee and in the Finances Examining Committee, and appoint delegates to the National Labor Conference.

Article 24

The National Delegates Assembly shall organize the appointed regular members and alternate members into the National Committee. The appointees and their assignments shall be approved by the ACFL. Each member shall hold office for 2 years and may continue to hold office if re-elected. Alternate members shall have a voice at conferences of the National Committee but shall be denied the privilege of voting.

Article 25

The National Committee shall have the following duties:

- a. Decide definite future work program in accordance with the resolutions passed at the National Delegates Assembly.
- b. Participate in discussions at the meetings of the Arsenal Workers Industry Department of the Central People's government concerning production plans, wage system, labor insurance, welfare, culture, and education.
- c. Represent nation-wide arsenal workers and staff in signing collective contracts with the Arsenal Workers Industry Administration Department of the Central People's government, and examine and approve collective contracts between labor unions and factory administrations.
- d. Direct labor-union organizations in starting mass-production programs, invite rational suggestions, and plan campaigns for inventing and creating new devices.
- e. Study work conditions of labor-union organizations of all levels belonging to this association, consolidate summary reports of experiences, and direct, supervise, examine, and assist activities in various localities.
- f. Examine and approve essential work resolutions, and finance plans for regional and factory committees.

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g. Assist the Arsenal Workers Industry Administration Department in the examination of labor protection, safety and health facilities in factories, and introduce and supervise the adoption of various labor protection, safety and health measures.

h. Establish training and educational classes for cadres or workers in such subjects as business administration, political, technical, cultural, and managerial affairs, and select excellent workers and staff employees to be assigned to labor unions of all levels and in governmental and economic agencies.

i. Under the direction of the ACFL, send delegates to the convention of the World Federation of Trade Unions, and take active part in the advancement of the international labor movement.

j. Submit periodic activity reports to the National Delegates Assembly and to the ACFL.

Article 26

The members of the National Committee of this association shall appoint their own officials, including a chairman, several deputy chairmen, a chief secretary or head of the business office, and several members of the Standing Committee. They shall organize the Standing Committee which shall be responsible for directing routine matters and shall be responsible directly to the National Committee. The Standing Committee shall meet once every 2 weeks. Under special conditions, extraordinary sessions may be called.

Article 27

The Standing Committee shall convoke a plenary conference of the National Committee once every 6 months. Under special conditions, the conference may be advanced or postponed when demanded by at least one third of the members of the National Committee.

Article 28

The Standing Committee may set up the following departments and offices: culture and education department, organization department, labor insurance department, labor protection department, production department, wages department, women workers department, business office, statistics office, and finance office. Departments and offices shall each have a chief and a deputy chief. These officials shall be appointed from among members of the Standing Committee or selected by the Standing Committee. When the Standing Committee deems it necessary, additional departments, offices, or committees may be established. Officials for such offices, departments, or committees shall be selected by the Standing Committee.

REGIONAL COMMITTEE

Article 29

A regional delegates assembly shall be convoked once every 2 years by the regional committee.

Article 30

A regional delegates assembly has the authority to:

a. Hear, discuss, and approve the activity reports of the regional committee and the finance examining committee

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b. Unify the work and decide on working objectives and tasks in accordance with those of the National Committee.

c. Select members for the regional committee and the finance examining committee, and appoint delegates to a higher level delegates assembly.

Article 31

A regional delegates assembly shall appoint members and alternate members and organize them into a regional committee. Alternate members shall have a voice at the conference of the regional committee but shall be denied the privilege of voting. In the absence of a regular committee member, an alternate may substitute.

Article 32

A regional committee shall have the following duties:

a. Formulate a concrete working plan for the region in accordance with the resolutions of the regional delegates assembly and in accordance with the directives of a higher level labor union.

b. Represent workers and staff in the arsenal workers administrative conference, and also organize and direct campaigns to guarantee the fulfillment of production goals.

c. Represent workers and staff employees in the negotiation and signing of collective contracts with factory administrations.

d. In accordance with governmental laws protecting the rights of workers and staff employees, investigate and facilitate factory administration to adhere to governmental laws relating to labor protection, labor insurance, payment of standard wages and health and safety facilities.

e. Assist factory administrations in carrying out welfare, cultural, and educational benefits to their workers and staff employees, and help labor-union organizations to improve the material and cultural living habits of workers and staff employees.

f. Study the working conditions and experiences of labor unions within the region.

g. Supervise direct, examine, and assist the work of subservient organizations, and submit periodic activity reports to superior committees and to the regional delegates assembly.

h. Examine and approve essential resolutions and financing plans of subservient labor unions.

i. Appoint and assign responsible personnel in departments, office and sections, of the regional committee.

Article 33

A standing committee, responsible to and organized by the regional committee, shall have a chairman, and several deputy chairmen and committee members. All members, including officials of the standing committee shall be elected by the regional committee.

Article 34

A standing committee shall convoke a plenary conference of the regional committee once every 6 months. Under special circumstances, the conference may be advanced or postponed when demanded by at least one third of the members of the regional committee. A meeting of the standing committee shall be called by its chairman once every 2 weeks. If necessary an extraordinary conference may be called.

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Article 35

The following departments, office, and sections may be set up under the direction of the regional committee and standing committee: organization department, culture and education department, labor-protection department, production department, wages department, women workers department, business office, statistics section, and finance section. Departments, office, and sections shall each have a chief and a deputy chief. These officials shall be appointed from among members of the standing committee or selected by the standing committee. Depending on requirements, the standing committee may increase or decrease the number of departments, etc.

BASIC ORGANIZATION

Article 36

The basic organization of this association shall be established in accordance with the fundamental rules of the arsenal industry. Each factory, office, school, health office, and warehouse connected with the arsenal industry and with independent production plans and accounting systems, shall have a basic organization. A basic organization shall be composed of a factory committee and a finance examining committee. Any basic organization having more than 25 members shall elect members of the factory committee and the finance examining committee. Where membership is less than 25, one organizer shall be elected to direct routine affairs [normally handled by the two committees].

Article 37

The supreme authority for the basic organization of this association shall be the plenary assembly. However, due to the shift system in effect in factories it may be difficult to hold plenary assemblies. A delegates assembly or a plenary assembly may be held during the period between shifts. The method of holding such assemblies shall be as follows:

- a. A factory committee shall convoke, once every 6 to 12 months, a factory plenary assembly or a delegates assembly. Under special circumstances or when demanded by at least one third of the members or delegates, the factory committee may advance or postpone the date of such meetings.
- b. At least two thirds of the members or delegates are necessary to constitute a quorum for a factory plenary assembly or a delegates assembly.

Article 38

A plenary assembly or a delegates assembly of a basic organization shall have the authority to:

- a. Hear, examine, and approve the activity reports of the factory committee and finance examining committee.
- b. In accordance with the decision of a superior labor union, unify the work in a factory and determine future tasks.
- c. Determine the number of members on the factory committee and finance examining committee, and elect members to such committees.

Article 39

The organization and duties of a factory committee, when the factory plenary assembly or delegates assembly is not in session, and in accordance with the directives of a higher level labor union, shall be as follows:

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a. A factory plenary assembly or delegates assembly shall elect seven to 17 official members and alternate members to the factory committee. Each member shall hold office for one year, and if he is re-elected, he may continue to hold the same position. Alternate members shall have a voice in factory committee meetings but shall not have the privilege of voting.

b. A factory committee shall appoint a chairman and one or two deputy chairmen from among its members and handle such matters as production, wages, suggestions, organization, culture and education, labor protection, labor insurance, housing, mutual assistance, women workers, young workers, finances, and statistics.

c. The chairman of the factory committee shall call meetings twice each month. If necessary, extraordinary meetings may be called.

The duties of a factory committee shall be as follows:

Decide on a definite work plan in accordance with the resolutions passed at the plenary assembly or delegates assembly and the directives of a higher level labor union.

Represent all workers and staff employees in a factory control committee and in administration conferences, discuss and formulate production plans, initiate production campaigns, encourage the invention of new devices, enhance cooperation between workers and administrators, bring unity between apprentices and master workmen, introduce new techniques to increase production, promote austerity, oppose extravagances, and guarantee the fulfillment of, or surpassing of, the administration's production goal.

Represent workers and staff employees in negotiating and signing collective contracts with the factory administration, and decide on wages, working hours, production quotas, labor insurance, culture, welfare, and mobilizing workers and staff employees to cooperate with supervisors.

Initiate political, cultural, technical, and spare-time training for workers and staff employees, promote education in internationalism among workers; guard arsenal production secrets; eliminate illiteracy among workers; and promote sports, cultural, and recreational activities.

Maintain close liaison with the masses, hear various problems concerning production, labor-union activities, opinions and criticisms of labor-union cadres, and hold periodic plenary assemblies.

Promote workers welfare and mutual-assistance programs, solve livelihood difficulties of workers and staff employees, plan the promotion of labor insurance, and encourage all to participate in various activities of the labor union.

Recruit all workers and staff employees into the labor-union organization, and approve new members who pass the investigation of a subcommittee.

Collect membership dues, control finances, and submit periodic reports to the plenary assembly.

Article 40

If a basic organization has a membership of more than 300 persons, a between-shift committee or an activity department may be set up.

Article 41

A between-shift committee or an activity department shall be organized by means of election at a plenary assembly. Members of the committee or department

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shall be elected once every 6 to 12 months. The duties of a between-shift committee shall be to carry out all resolutions passed by the basic organization to establish labor-union subcommittees, and to direct the activities of the heads of such subcommittees.

Article 42

A between-shift committee may be in charge of: production, wages, organization, safety and health, culture and education, young workers, women workers, and finances. Committee personnel shall carry out their assignments in accordance with the decisions of the factory committee.

Article 43

All production groups and activity teams [presumably of factories] shall establish subcommittees. If a subcommittee has less than three members, it can be incorporated into another subcommittee. Each subcommittee shall choose a leader and if necessary, a deputy leader. Members of such subcommittees shall be elected by popular vote.

Article 44

The leader of each subcommittee shall organize the members, workers, and staff employees of the teams or groups to participate in various activities and campaigns of the labor union; discuss production activities, direct studies, transmit and interpret resolutions and directives of the basic organization; and examine the degrees of application of such resolutions and directives. Other duties include: assisting the labor union to solve team or group difficulties; receiving applications for membership in the association, submitting the agenda for discussion at subcommittee meetings; collecting membership dues; calling weekly subcommittee meetings, examining activities, and sending activity reports to the factory committee or the between-shift committee.

FINANCES

Article 45

This association shall be financed by membership dues, income from various projects undertaken by this association, grants-in-aid from various enterprises, and government subsidies.

Article 46

All members of this association shall pay monthly dues equivalent to one percent of their real monthly wages.

Article 47

Labor unions of all levels shall make periodic financial reports to their members, and shall submit periodic financial reports to higher level labor unions.

Article 48

Finance examining committees of all levels shall each elect from among their members a chairman and a deputy chairman to handle routine matters. The committees shall be responsible for the national, regional, or factory committee's financing and budgeting affairs.

Article 49

A higher level labor union shall have the right to investigate the finances or treasury books of a lower level labor union.

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BY-LAWS

Article 50

This constitution has been adopted by the National Delegates Assembly of the China Arsenal Workers Union and promulgated by the ACFL.

Article 51

This constitution may be amended by vote of the National Delegates Assembly of the China Arsenal Workers Union. The right of interpretation of this constitution is reserved to the National Committee of the China Arsenal Workers Union.

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